



Link Worker Job Description and Person Specification

Job Description

Job Title (grade):	Link Worker (Social Prescribing)
Location:	Newcastle upon Tyne
Responsible to:	Senior Link Worker
Pay:	£17,010 per annum pro rata

Job Purpose

To empower and improve the health and wellbeing of people living with long term conditions; facilitating self-management of their long term conditions; and building social capital, connections and resilience.

To develop working partnerships and knowledge of voluntary and community agencies and activities available to support healthy behaviour change and signposting opportunities.

To develop working partnerships and knowledge of relevant statutory, primary care and non-traditional care organisations, and pathways of referral/eligibility criteria into them in order to support healthy behaviour change and to make successful signposts or referrals based on individual need.

To work in partnership with GP Practices and Health Care teams to encourage and support the development of lasting behaviour changes that underpin improved mental and physical wellbeing.

To participate in record keeping to identify individual achievement and monitor the effectiveness of the service.

Principal duties and responsibilities

1. To assist in maintaining a source of information on resources, activities and contacts appropriate to people with long-term conditions and actively seek new opportunities to add to this.
2. To take referrals for the service.
3. To engage in promotional opportunities and to engage in discussion with health care professionals to develop new pathways and to encourage referrals into the service.
4. To engage in personalised, goal setting with people who have long term conditions.



5. To motivate, encourage and support individuals to achieve the goals identified in their goals.
6. To work within a Payment by Results framework with performance targets integrated into working practice, caseload management and supervision.
7. To ensure effective and appropriate written, verbal and electronic communication within the team, with service users and external agencies.
8. To collect data to monitor and evaluate individual progress and service performance and to maintain patient confidentiality in line with guidance provided.
9. To signpost clients to appropriate service and support agencies according to their goals, and to recognise the limits of a social prescribing service in supporting long term condition management and behaviour change.
10. To work within local and national Safeguarding procedures and to attend statutory Safeguarding training.
11. To engage in supervision and training with an active commitment to personal development.
12. To contribute to the implementation and monitoring of all policies, procedures and systems as they relate to service delivery.
13. To undertake any reasonable duties/responsibilities required to meet the needs of the service. With a flexibility to work weekend and evenings if required.

This job description is not intended as an exhaustive list of duties and responsibilities of the post, but reflects the key areas involved. It will be subject to review and amendments in line with developing service needs.

Link Worker (Social Prescribing) Person Specification

Specification	Essential	Desirable
Qualifications		
Experience and knowledge	<ul style="list-style-type: none"> ▪ Knowledge of a broad range of relevant health issues including public health and health inequalities ▪ Knowledge of the barriers people face in overcoming patterns of behaviour and inactivity that impact upon achieving health related goals 	<ul style="list-style-type: none"> ▪ Experience of working with vulnerable adults or with people from disadvantaged communities in overcoming barriers to their health ▪ Experience of working in both the statutory and voluntary sector ▪ Experience of demonstrating impact and user outcomes ▪ Knowledge of a broad range of local resources ▪ Proven ability to work in a wider team across different organisations ▪ Experience of risk management ▪ Knowledge of behaviour change intervention and motivation techniques ▪ Experience of Goal setting and action planning for others
Skills and abilities	<ul style="list-style-type: none"> ▪ Excellent communication and interpersonal skills in formal and informal settings ▪ Good written and record keeping skills ▪ Good analytical and assessment skills ▪ Competent user of Word, Excel, Outlook ▪ Full valid UK driving licence and access to personal transport for work purposes ▪ Able to demonstrate reflective practice 	<ul style="list-style-type: none"> ▪ Coaching skills ▪ Presentation skills ▪ Ability to identify gaps in service provision ▪ Experience of working with a large scale database



	<ul style="list-style-type: none">▪ Excellent organisation and time management skills with ability to prioritise effectively▪ Negotiation and problem solving skills	
	<ul style="list-style-type: none">▪ Ability to maintain patient confidentiality▪ Listening skills	
Personal attributes	<ul style="list-style-type: none">• Committed to ongoing personal development▪ Flexible and adaptable▪ Positive thinker – solution focused▪ Able to work as part of a team and on their own initiative▪ Personal resilience▪ Confidence in communicating with service users, colleagues and professionals at all levels.	<ul style="list-style-type: none">▪ Evidence of previous innovative practice▪ Evidence of adapting to change and managing in a crisis▪ Evidence of successfully responding to unexpected last minute change